

The role of exposure to violence, burnout and self-efficacy on the life satisfaction of clinical staff in a secure mental health hospital

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Background

Job Demands-Resources Theory (JDRT)

- Job Demands: parts of the role that increase mental and physical effort
- Job/Personal Resources: characteristics that enable achievement of goals
- Limited research concerning JDRT in secure mental health hospital (SMH) settings

Job Demands-Resources Theory: Dual Process Model

- Consists of Health Impairment Process and Motivational Process
- The Health Impairment Process postulates that the exhaustion component of burnout mediates Job Demands and outcomes
- The Motivational Process postulates that the disengagement component of burnout mediates Job Resources and outcomes

Health Impairment Process in mental health settings:

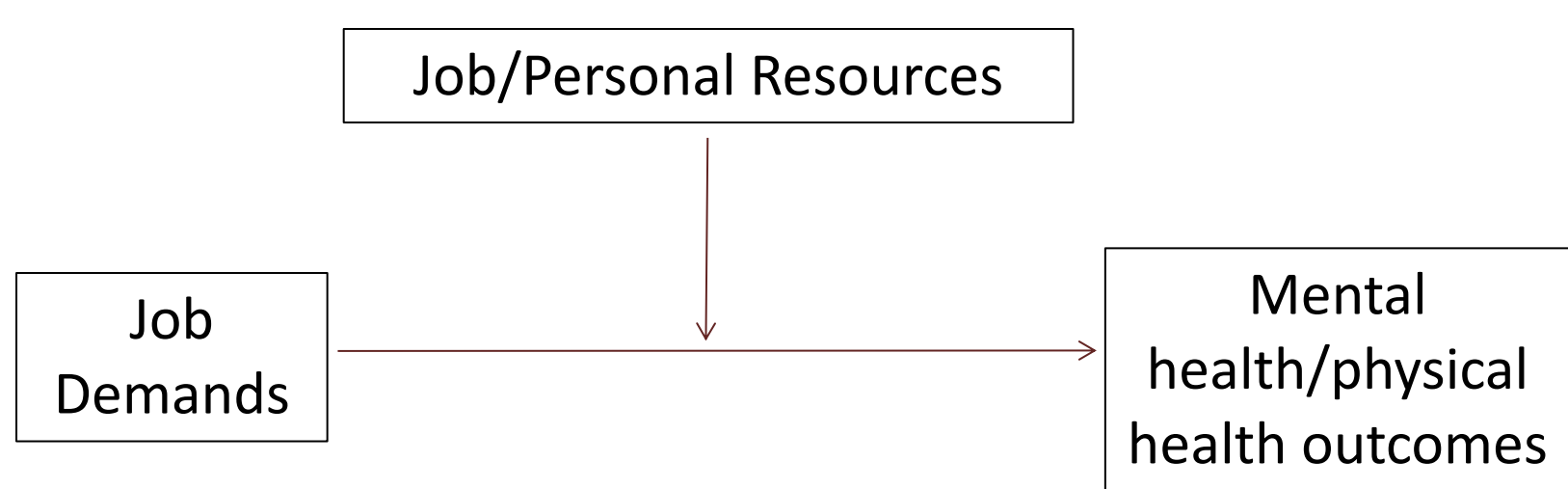
- Exposure to violence is a job demand that may affect exhaustion in staff in SMH settings (Shead, Scott & Rose, 2016), and predict life satisfaction (Franz et al, 2010)
- Exhaustion shown to significantly predict life satisfaction (Demerouti et al, 2000), in a sample of nurses
- The exhaustion component of burnout may mediate the relationship between exposure to violence and life satisfaction

Motivational Process in mental health settings:

- Self-efficacy is a potential predictor of the disengagement component of burnout (Llorens et al, 2007), and life satisfaction (Çakar, 2012)
- Disengagement has also predicted life satisfaction (Demerouti et al, 2000)
- Disengagement may mediate the relationship between self-efficacy and life satisfaction

Job Demands-Resources Theory: Buffering Hypothesis

Job/Personal Resources are hypothesized to moderate the effect of Job Demands on outcomes (Bakker, Demerouti & Euwema, 2005)



- Self-efficacy supported as a moderator of job demands on mental health outcomes (Van Yperen & Snijders, 2000)
- Howard, Rose and Levenson (2009) found that higher self-efficacy reduced exhaustion resulting from exposure to physical violence
- Limited application to SMH settings

Hypotheses

1(a): The exhaustion component of burnout will mediate the relationship between exposure to violence and Life Satisfaction.

1(b): Exposure to violence will directly predict Life Satisfaction.

2(a): The disengagement component of burnout will mediate the relationship between self-efficacy and LS.

2(b): Self-efficacy will directly predict Life Satisfaction.

3: In line with the buffering hypothesis, self-efficacy will moderate the relationship between exposure to violence and Life Satisfaction

Method

Participants

- Permanent clinical mental health staff working in a therapeutic role (N=110)
- Worked in the same clinical pathway for four weeks

Design

- Cross-sectional design
- Data collected using an online survey and paper survey.

Measures

Socio-demographic form, Oldenburg Burnout Inventory (Demerouti et al, 2003), Satisfaction with Life Scale (Diener, Emmons, Larsen & Giffin, 1985), General Self-Efficacy Scale (Schwarzer & Jerusalem, 1995), Exposure to Violence scale (Howard et al, 2009; definitions by Winstanley & Whittington, 2002)

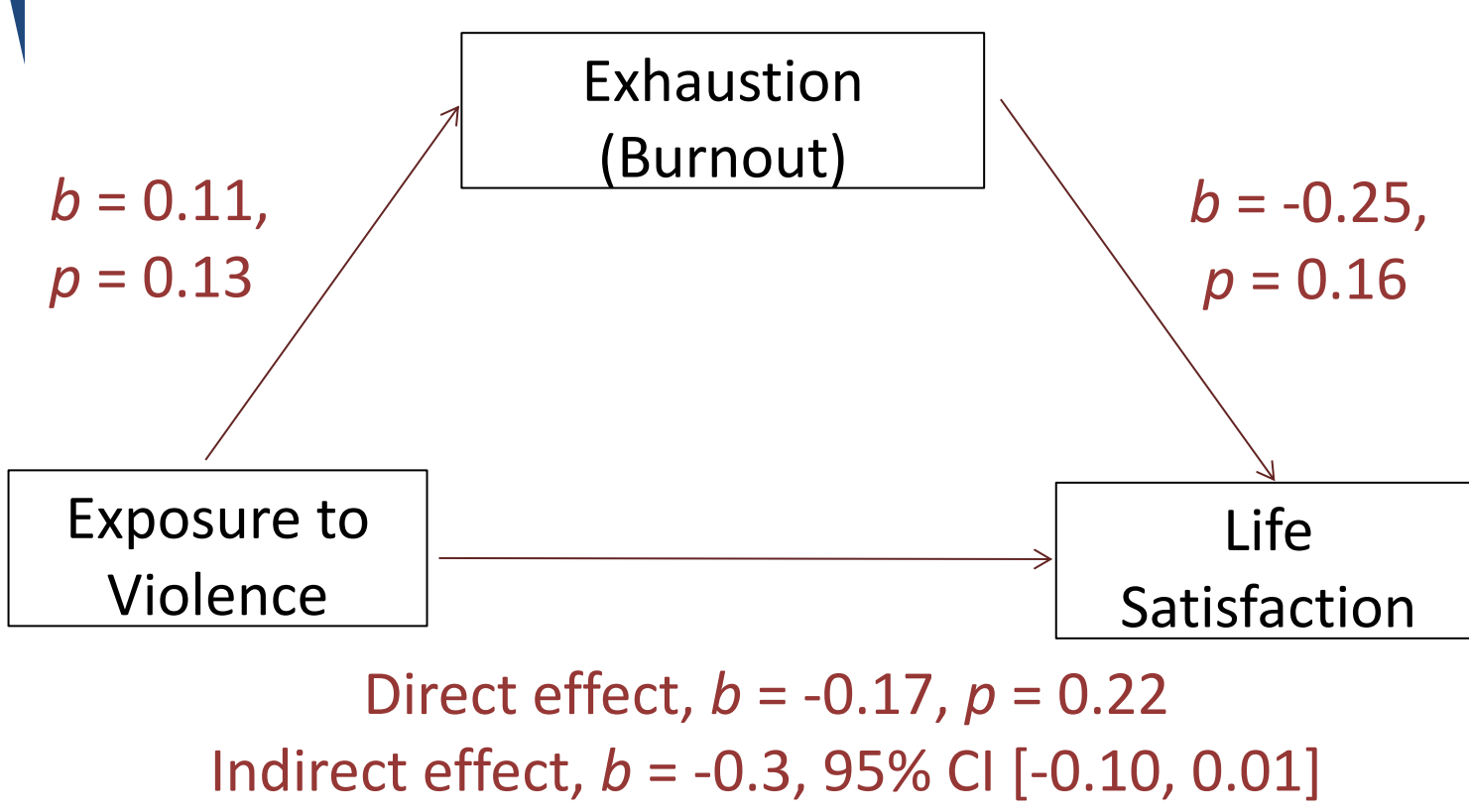
Data Analysis

- Mediation analyses conducted using SPSS PROCESS V3 (Model 4; Hayes, 2017), to test for direct and indirect effects
- Moderation analysis based on ordinal least square path analysis with 10000 bootstrap samples, was conducted using SPSS PROCESS V3 (Model 1; Hayes, 2017)

Results

Health Impairment Process*

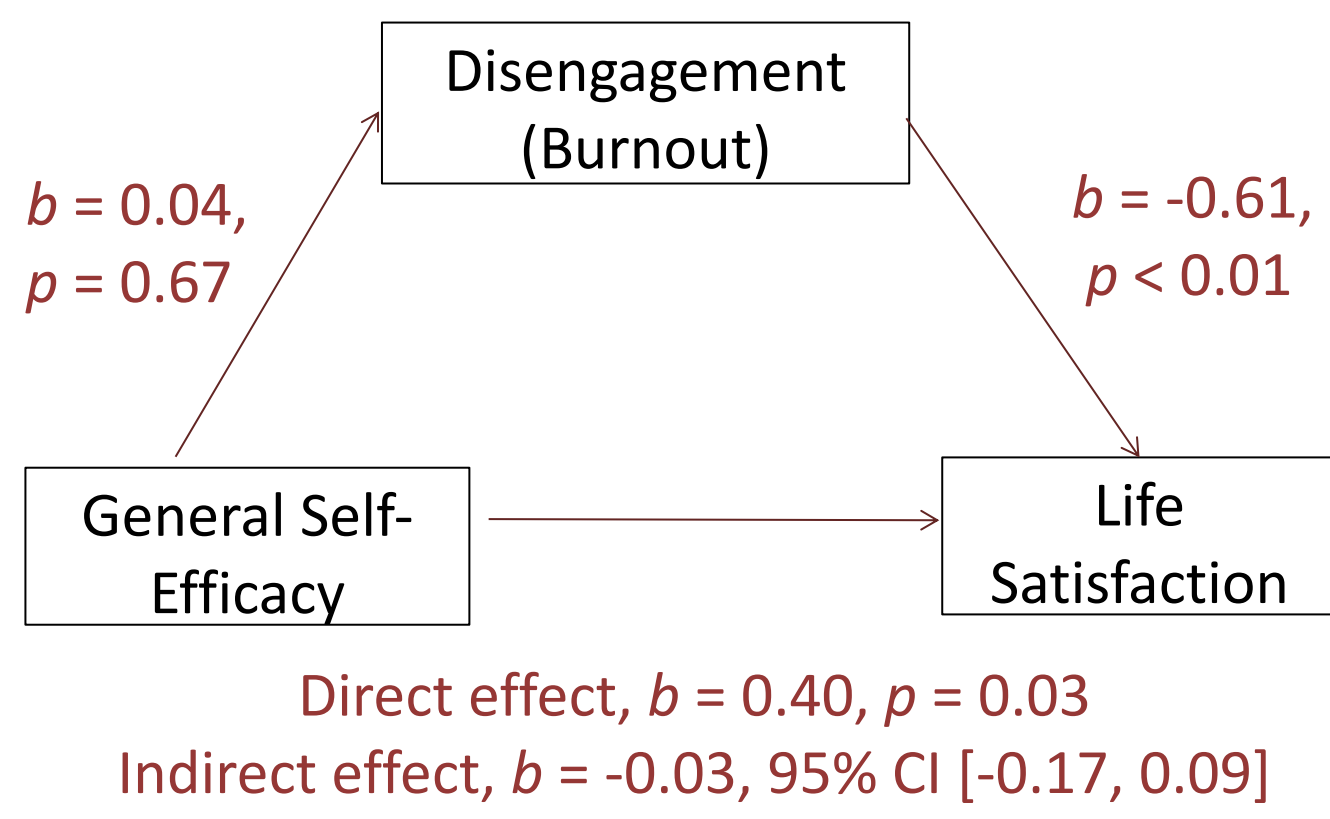
*Disengagement and self-efficacy as covariates



- The direct effect of exposure to violence on life satisfaction was not significant.
- Non-significant indirect effect

Motivational Process*

*Exhaustion and exposure to violence as covariates



- Significant direct effect of general self-efficacy on life satisfaction
- Disengagement significantly predicted life satisfaction
- Non-significant indirect effect

Buffering Hypothesis*

*Exhaustion and disengagement as covariates

	b	SE B	t	p
Constant	39.10 [31.43, 46.77]	3.87	10.11	< 0.001
Exposure to Violence (EV)	-0.17	0.14	-1.21	0.23
General self-efficacy (GSE)	0.41	0.19	2.16	0.03
EV x GSE	-0.02	0.04	-0.40	0.67

General self-efficacy did not significantly moderate the relationship between exposure to violence and life satisfaction

Conclusions and recommendations

- Further investigation of demands and resources in clinical mental health staff needed to identify antecedents of exhaustion and disengagement and life satisfaction
- Efforts should be made to enhance engagement in clinical mental health staff, for example providing learning and development opportunities, and providing a healthy and safe work environment
- Means to enhance self-efficacy of staff should be introduced and promoted, including clinical supervision, training and education around the population that clinical staff care for

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